

April 30, 2015

4/30/15

Recommendations and finding of the Elected Officials Compensation Committee

Committee members: Larry West: Chairman
Valerie Wilson
Deborah Breckner
JJ Scofield: HR Director

To: The Josephine County Budget Committee of 2015/2016.

Scope of the assignment:

1. Adherence to ORS 204.112 (3)
2. Meet annually and review comparable compensation of persons in public bodies and private businesses.
3. Take into account such factors as number of employees supervised, size of the budget administered by each elected officer, duties and responsibilities of each elective officer, compensation paid to subordinates and other appointed employees who serve in comparable management compensation schedules. Evaluate the effective results of elective officers.
4. Recommend compensation schedules.
5. Submit recommendations to the Budget Committee/Board of County Commissioners.

Purpose of the committee: To provide a comparable evaluation of elected officials to other comparable Counties in Oregon for the Budget Committee. The purpose is to assist the budget committee in making the final decision for Wage & Salary compensation for the 10 elected county officials.

Sources of information:

1. Association of Oregon Counties (AOC).
2. Salary comparison summary of the following 10 Oregon counties: see attached schedule.

Summary of Recommendations:

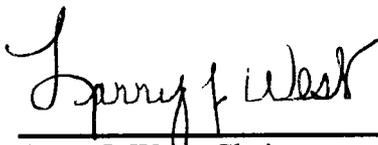
1. The Elected Official Compensation Committee recommends no adjustments to the Elected Officials salary compensation at this time. Overall Salaries should remain unchanged.
2. Reviewing the elected officials salaries illustrates they are mostly aligned with their peers at comparable counties in Oregon.
The only exception is the office of the Surveyor. This is a part time function paying \$7,680 per year. This committee recommends the Budget Committee/BCC acceptance of Arthur O'Hare: Finance Director's recommendation of March 27th letter to the Salary & Wage Committee for Surveyor compensation adjustment. See attachment letter.
3. Elected officials have not had any COLA increase since 2009 or 6 years. The committee proposes that the county mirror whatever COLA increases the non-union employee groups obtain also be provided to the elected county officials.
4. During 2013 the County changed insurance companies saving insurance costs. The Committee proposes that the Budget Committee adopt a \$100 dollar monthly deposit into a health

reimbursement account for the 10 elected officials. The total payments would amount to \$12,000, however, the net cost is still far less than the cost of the former healthcare insurance company and still results in overall savings to the County.

Closing:

The Wage & Salary review committee feels the Elected Officials are performing very well under extreme budget limitations and austerity of the time. While no real extraordinary additional funding nor heightened cost are recommended, we recommend acknowledgement of their superior performance and accomplishments by providing these "soft" benefits that would become part of their wages.

Lastly, the committee thanks JJ Scofield: HR Director for his efforts in assembling an array of public data of comparable county information for the review in advance of the official meeting.



Larry J. West: Chairman

Date: April 30, 2015

Attached compensation schedule



Josephine County, Oregon

Finance Office

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March 27, 2015

TO: Elected Official Compensation Committee
FR: Arthur O'Hare, Finance Director
RE: Surveyor Hourly Wage

The Elected Official Compensation Committee annually reviews and recommends the salaries of the elected officials of Josephine County. In preparing the budget for 2015-16, I note that the Surveyor hourly wage is out of sync with the hourly wage of the three comparable elected officials of Treasurer, Clerk, and Assessor. Specifically, we pay the Surveyor \$32.00 per hour and we pay the Assessor, Clerk, and Treasurer \$34.57 per hour.

I request that the committee consider adjusting the Surveyor hourly wage to be on par with the hourly wage of the Assessor, Clerk, and Treasurer. This will maintain equality among the four elected officials. I estimate the net budgetary impact to be approximately \$70 per month in wages and benefits, which is adequately covered within the Surveyor budget.

Comparisons and requested changes are as follows:

- Current hourly wage \$32.00
- Requested hourly wage \$34.57

- Current monthly salary \$640.00
- Requested monthly salary \$691.40

- Current annual salary \$7,680.00
- Requested annual salary \$8,296.80

Should you have any questions, please feel free to contact me at 541-474-5222 or email aohare@co.josephine.or.us.

Thank you.

Surveyor Hourly Salary Comparison

REVISED: 3/1/2015

	W/O PERS	PERS
Benton	\$ 32.21	\$ 34.14
Coos	\$ 27.10	\$ 28.73
Douglas	\$ 30.19	\$ 32.00
Klamath		
Linn	\$ 38.79	\$ 41.12
Polk	\$ 38.46	\$ 40.77
Umatilla		
Yamhill	\$ 34.70	\$ 36.78
Lincoln	\$ 30.01	\$ 30.01
Average	\$ 33.07	\$ 35.05
Josephine	\$ 32.00	\$ 32.00
Percent Difference	-3.3%	-9.5%

% PERS - Salary Comparison Summary

REVISED: 3/01/2015

	(County)																								
	Assessor		Clerk		Commissioner		District Attorney		Legal Counsel		Sheriff		Surveyor		Treasurer										
	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS	Base	w/6% PERS									
Benton	\$82,168	6%	\$87,098	\$85,871	6%	\$91,023	\$79,428	6%	\$84,194	\$23,700	6%	\$25,122	\$133,017	6%	\$140,998	\$104,256	6%	\$110,511	\$66,997	6%	\$71,017	6%			
Coos	\$56,377	6%	\$59,760	\$56,377	6%	\$59,760	\$61,873	6%	\$65,585				\$56,120	6%	\$59,487	\$61,739	6%	\$65,443	\$56,377	6%	\$59,760	\$56,377	6%	\$59,760	
Douglas	\$62,795	6%	\$66,563	\$61,193	6%	\$64,865	\$75,941	6%	\$80,497	\$23,732	6%	\$25,156	\$94,431	6%	\$100,097	\$96,428	6%	\$102,214	\$62,795	6%	\$66,563	\$61,193	6%	\$64,865	
Klamath	\$66,823	0%	\$66,823	\$64,258	0%	\$64,258	\$68,068	0%	\$68,068	\$17,640	0%	\$17,640	\$93,168	0%	\$93,168	\$88,148	0%	\$88,148	\$17,985	0%	\$17,985				
Linn**	\$87,696	6%	\$92,958	\$80,688	6%	\$85,529	\$87,492	6%	\$92,742	\$18,780	6%	\$19,907	\$92,802	6%	\$98,370	\$107,220	6%	\$113,653	\$80,688	6%	\$85,529	\$85,224	6%	\$90,337	
Polk	\$71,748	6%	\$76,053	\$69,400	6%	\$73,564	\$65,562	6%	\$69,496				\$96,228			\$86,000	6%	\$91,160	\$80,000	6%	\$84,800	\$71,748	6%	\$76,053	
Umatilla	\$75,606	6%	\$80,142				\$77,345	6%	\$81,986	\$15,746	6%	\$16,691	\$75,606	6%	\$80,142	\$82,277	6%	\$87,214				\$75,606	6%	\$80,142	
Yamhill	\$76,548	6%	\$81,141	\$68,563	6%	\$72,677	\$73,077	6%	\$77,462	\$19,554	6%	\$20,727	\$100,062	6%	\$106,066	\$85,928	6%	\$91,084	\$72,173	6%	\$76,503				
Lincoln	\$82,812	0%	\$82,812	\$78,936	0%	\$78,936	\$83,076	0%	\$83,076	\$16,068	0%	\$16,068	\$94,872	0%	\$94,872	\$100,980	0%	\$100,980				\$78,876	0%	\$78,876	
Average	\$72,470		\$77,039	\$70,661		\$73,826	\$74,651		\$78,123	\$19,317		\$20,187	\$92,923		\$96,650	\$90,331		\$94,490	\$62,431		\$66,022	\$71,504		\$75,005	
Josephine	\$71,902	0%	\$71,902	\$71,902	0%	\$71,902	\$75,392	0%	\$75,392	\$21,159	0%	\$21,159	\$94,284	0%	\$94,284	\$84,348	0%	\$84,348	\$7,680	0%	\$7,680	\$71,902	0%	\$71,902	
Percent Difference	-0.78%		-6.67%	1.76%		-2.61%	0.99%		-3.50%	9.54%		4.82%	1.47%		-2.45%	-6.62%		-10.73%	-87.70%		-88.37%	0.56%		-4.14%	

ELECTED OFFICIALS COMPENSATION SCHEDULE

Date: April 28, 2015

	<u>ANNUAL</u>	<u>MONTHLY</u>
EO3 ASSESSOR	\$71,902	\$5,991.86
EO3A CLERK	71,902	5,991.86
EO4 COMMISSIONER	75,391.80	6,282.65
EO2 DISTRICT ATTORNEY (EXCLUDES STATE SALARY OF \$90,972.)	21,159.48	1,763.29
EO6 LEGAL COUNCIL	94,284.24	7,857.02
EO5 SHERIFF	84,360.12	7,030.01
EO1 SURVEYOR (PAID HOURLY IN EXCESS OF 20 HOURS PER MONTH)	7,680	640.00
EO3T TREASURER	71,902.32	5,991.86